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# **A**gricultural **L**ibraries **I**nformation **N**otes



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photo: J. Swab

The Steering Committee for the Midwest Agricultural Biotechnology Information Center meets at the National Agricultural Library at the end of January 1991.

## **Midwest Agricultural Biotechnology Information Center: A Research and Development Project**

by Nancy L. Eaton  
Dean of Library Services, Iowa State University

In the fall of 1989 Iowa State University (ISU) approached the National Agricultural Library about the desirability of joint efforts to fund a new initiative for biotechnology information for land-grant libraries, due to the growth of these programs on campuses without equivalent funding for library resources to support that research. ISU decided to pursue possible sources of federal funding for such an initiative.

A pilot project proposal for FY91 start-up funding of \$2,500,000 to create a Midwest Agricultural Biotechnology Information Center was submitted to Congress in 1989/90. In response to the pilot project proposal, Congress instead funded a \$250,000 base increase to the NAL budget to begin planning for and implementing early stages of enhancements to biotechnology information systems in agriculture via this information center.

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The Biotechnology Information Center is a cooperative effort among the National Agricultural Library and seven midwestern land-grant libraries: Iowa State University, the University of Minnesota, the University of Wisconsin, Ohio State University, Purdue University, University of Illinois, and University of Missouri. NAL has signed a Cooperative Agreement with the Iowa State University Library to coordinate the project and to partner with NAL on implementation of the various aspects of the project.

Principal investigator for the cooperative agreement is Nancy L. Eaton, Dean of Library Services, ISU. The project will submit reports to the Networking and Telecommunications Committee of the U.S. Agricultural Information Network (USAIN).

The Steering Committee for the project, composed of directors of the participating institutions and selected collection development and networking staff from those institutions, met at NAL in Beltsville, Maryland on January 29-30, 1991, to begin the planning portion of the project. Brice Hobrock, chair of the USAIN Collection Development Committee, attended as liaison to USAIN. The project will have three components: (1) assessment of what biotechnology research is taking place on each campus and within the USDA; (2) development of a cooperative collection development program for all formats (print, electronic, etc.), and (3) design and implementation of an online network for the distribution of biotechnology information in electronic format among participating land-grant libraries and NAL. The expectation is that the project would be expanded to other land-grant libraries if successful.

The Steering Committee has formed two working groups, the Network and Database Design Group and the Collection Development Group. Staff from NAL and ISU attended a March 1991 Conspectus Workshop held by the Association of Research Libraries to receive training in the methodology of subject analysis to be used in the planning phase. The Collection Development Group met at ISU on April 26, 1991, to begin to apply a conspectus-like methodology to the analysis of biotechnology information needs and division of responsibilities among NAL and the participating land-grant libraries.

The Network and Database Design Group defined the goal of the working group as follows: "To develop a model for the creation of and access to distributed databases using common interfaces over the NSF Internet." The group laid out tasks to be completed by the participants between January and September, 1991, with first year funding. This

## Midwest Agricultural Biotechnology Information Center: A Pilot Project

### Agricultural Biotechnology: A New Information Challenge

Agricultural biotechnology is a critical new area of research in the United States, one which has major economic import for the future of this country. Institutions of higher education, the USDA, and agribusiness companies are investing billions of dollars annually to create an infrastructure to support biotechnology research and technology transfer of research findings to the private sector. Unfortunately, little attention has yet been given to providing the information resources necessary to support the scholars doing agricultural biotechnology research. This is a major new research area for land-grant institutions and the National Agricultural Library, and specific funding for information resources has been very limited. For example, in FY90, the National Agricultural Library received only \$48,800 to support a new NAL Biotechnology Information Center; by comparison, the National Library of Medicine received \$6.7 million in federal funds for support of medical biotechnology information in FY90.

The information and publications needed by libraries to support this research are very expensive, and they are published increasingly in electronic format. For example, one new journal in this area costs \$6,000 annually for four issues. Much of the electronic data is costly to search and retrieve; an online literature search on commercial databases might cost \$400 or more. Creation of automated indexes and full text databases requires enhancements to existing automated information systems in libraries. Providing public access to gene bank databases (which are being created by USDA and academic researchers) is an entirely new challenge for information specialists. Since much of the literature needed is interdisciplinary, cutting across traditional subject areas, researchers require access to hundreds of databases and thousands of journals and the assistance of information specialists prepared to acquire, organize, and access this information.

Given the high cost of this information and the loss of purchasing power that traditional library budgets have suffered in the last decade due to inflation and the devaluation of the dollar, no single library can afford to provide locally all the information these researchers will require. In order to meet the challenge of providing agricultural biotechnology information to support the new academic/agribusiness research infrastructure, libraries need to take a new approach to information access. The purpose of this pilot project is to implement an information center based on a new model.

(From the *Generic Request for the National Agricultural Library*.)

includes making NAL a node on the Internet, testing telecommunications connections between the participating sites, and comparing efficiencies of storage and retrieval with one or more databases on the ISU mainframe versus a high-end workstation server. Participants will meet at Iowa State University on August 12, 1991, for project updates and setting of next steps.

The second year of the project will require funding at the original request level to proceed with implementation of hardware and software to support the network and to begin to provide the information and database resources identified by the Collection Development Group as critical to agricultural biotechnology research in the United States. ISU is pursuing support for the next year's funding by Congress on behalf of the project participants.





photo: J. Swab

Members of the Midwest Agricultural Biotechnology Information Center Steering Committee which met at NAL in January 1991: (L-R) Keith Russell, NAL; Pam Andre, NAL; George Strawn, Iowa; Sarah Thomas, NAL; Charleen Mason, Minnesota; Jerry Caswell, Iowa; Nancy Eaton, Iowa; Richard Rohrer, Minnesota; Caroline Early, NAL; Brice Hobrock, Kansas; Emily Mobley, Purdue; Sally Peterson, Iowa; Ken Frazier, Wisconsin; Gordon Rowley, Iowa; and William Feidt, NAL.

## NAL's Biotechnology Information Center

by Robert D. Warmbrodt  
Coordinator, Biotechnology Information Center

The Biotechnology Information Center (BIC) at the National Agricultural Library was established in 1986 with a mission to aid in the acquisition, compilation, and dissemination of information in the general area of agricultural biotechnology. As with other information centers at NAL, BIC was also mandated to help patrons deal more effectively with the increasing volume of information being produced in its specific subject area.

The Biotechnology Information Center deals with all aspects of agricultural biotechnology. To correspond to NAL's main objective of acquiring and disseminating information, BIC staff members play an active role in selecting much of the Library's biotechnology acquisitions and for serving as reference contacts for patrons seeking biotechnology information. To retrieve information, BIC staff rely mainly on NAL's biotechnology reference materials and on over three hundred computer databases accessible to them through the database vendors DIALOG and BRS. The central database of BIC's information retrieval service is AGRICOLA. Produced by NAL, AGRICOLA is a computerized index of NAL materials cataloged or indexed since 1965. If the information being sought cannot be located

through AGRICOLA, the staff selects another appropriate database from the others available.

Besides providing information retrieval services, BIC produces reference materials via two series of in-house NAL publications. Both series, *Quick Bibliographies (QB's)* and *Special Reference Briefs (SRB's)* are compilations of bibliographic citations pertaining to specific topics. *QB's* are generally longer and more extensive; *SRB's* are shorter and more focused. *QB's* contain citations exclusively from AGRICOLA, whereas *SRB's* contain citations from various databases. All *SRB's* contain a brief one to two page introduction to the subject and some *SRB's* may be annotated. The topics for both of these series are selected for timeliness based on current events. The following bibliographies and related miscellaneous publications are currently available from BIC:

### Quick Bibliographies:

- Algae and Biotechnology, 1990 (AIC Series #1)
- Biogas and Alcohols from Biomass, 1986-90 (QB 91-39)
- Biotechnology: Bovine Somatotropin\Growth Hormone, 1979-1989 (QB 90-16)
- \*Biotechnology in Food Science & Technology, 1981-1986 (QB 87-29)
- \*Biotechnology: Gene Expression in Molds, Yeasts and Higher Plants, 1987-1988 (QB 89-04)
- Biotechnology: Gene Mapping in Insect and Animal Systems, 1979-1989 (QB 89-73)
- G.A.T.T. and Global Agriculture, 1989-1990 (QB 91-09)
- Biotechnology: Gene Transfer in Animal Systems, 1979-

# Midwest Agricultural Biotechnology Information Center: A Pilot Project

## The Information Center Mission

Funding is requested to establish a Midwest Agricultural Biotechnology Information Center which would create a network approach to library collections and electronic databases in the area of agricultural biotechnology. The Center will be a cooperative effort of the National Agricultural Library and a consortium of Midwest land-grant libraries whose institutions participate in the Midwestern Universities Alliance. This consortial approach could serve as a model for future biotechnology centers in other geographic areas as this research and literature expands.

USDA is heavily involved in biotechnology and has significantly improved coordination of research and policy activities in this area—both within USDA and with other state and federal agencies. Some funding for information gathering and distribution by NAL's Biotechnology Information Center has been provided: \$48,800 in FY90. However, without much greater attention to the information aspects of agricultural biotechnology, agricultural researchers will be at a major disadvantage relative to other researchers nationally and will be hindered in their efforts to compete internationally in biotechnology research.

The National Agricultural Library relies on the nation's land-grant libraries to provide grass roots support for agricultural information. In recent years this has resulted in a series of cooperative efforts with the land-grant libraries, including cataloging and indexing programs, microfilming of state agricultural publications, document delivery for USDA employees, and projects such as the National Agricultural Text Digitizing Project with 45 land-grant libraries, which is being managed by the Iowa State University Library. Such cooperation makes the collective holdings of all land-grant libraries available to the nation

and makes staff expertise and local collections distributed throughout the land-grant system available to NAL. These projects have been successfully undertaken by use of inter-institutional cooperative agreements.

The National Agricultural Library has already undertaken four activities which will contribute to the founding of the Midwest Agricultural Biotechnology Information Center:

- NAL, the Library of Congress, and the National Library of Medicine have signed an agreement which defines collection development responsibilities for biotechnology in order to avoid duplication of effort among the national libraries.
- NAL has initiated a small internal Biotechnology Information Center which includes coverage for: genetic engineering—recombinant DNA; tissue culture—plant and animal; single cell protein; immobilized enzymes; biomass for energy or chemicals; embryo transplants—plant and animal; fermentation process; legislation and regulation; risk assessment of the release of genetically engineered organisms; growth hormones; transgenic animals; detoxification using microbes.
- NAL and 45 land-grant libraries have gained experience with electronic full text and graphics applications and remote electronic delivery of text through the National Agricultural Text Digitizing Project begun in 1986.
- NAL and Iowa State University have entered into a cooperative agreement by which the ISU Library is designing, with input from other land-grant libraries, a distributed network approach to biotechnology information.

These initiatives provide NAL and key land-grant libraries with experience important to the successful implementation of a model for cooperative information delivery in the specialized area of agricultural biotechnology.

(From the *Generic Request for the National Agricultural Library*.)

1989 (QB 90-13)

Biotechnology: Genetic Engineering for Crop Plant Improvement, 1988-1989 (QB 90-24)

Biotechnology: Genetic Linkage Studies (Gene Mapping) in Plant Systems, 1979-1989 (QB 89-84)

Biotechnology: Growth Hormone in the Pig, 1979-1988 (QB 89-26)

\*Biotechnology: Plant Protection, 1986-1988 (QB 89-06)

\*Biotechnology: Patenting Issues, 1979-1989 (QB 90-23)

\*Biotechnology: Risk Assessment, 1973-86 (QB 86-64)

\*Biotechnology: Ti-Plasmid & Other Plant Vectors, 1980-1985

(QB 86-63)

Embryo Transfer in Animals, 1986-1989 (QB 90-19)

Plant Germplasm Maintenance and Storage, 1979-1989 (QB 90-19)

Nuclear Magnetic Resonance Studies in Animal Science, 1979-1988 (QB 89-19)

Nuclear Magnetic Resonance Studies in Plant Science, 1984-1988 (QB 89-10)

Single Cell Protein, 1984-1990 (QB 91-38)

Tissue Culture: Plants, 1985-1989 (QB 89-88)

U.S. Farm Policy, 1990 (QB 88-59)

**The following QB's will be available Summer, 1991**

Biotechnology: Human Health and Nutrition

Biotechnology: Gene Expression in Field Crops

Biotechnology: Gene Expression in Horticultural Crops

Biotechnology: Gene Expression in Algae and Fungi Including Yeasts

Biotechnology: Legislation and Regulation

Biotechnology: Plant Protection from Viruses

Biotechnology: Plant Protection from Agents Other Than Viruses

**\*These QB's are currently in the process of being updated.**

**Special Reference Briefs:**

Catalog of Agricultural, Scientific and Research-Related Microcomputer Software at the NAL (SRB 90-02)

Biotechnology: Methodologies Involved in the Produc-



# Midwest Agricultural Biotechnology Information Center: A Pilot Project

## Program Objectives

The three major objectives of the Midwest Agricultural Biotechnology Information Center program are: (1) to use the subject analysis technique developed by the Research Libraries Group (RLG) called The Conspectus, whereby NAL and participating Midwest land-grant libraries would define what aspects of biotechnology each would be responsible for collecting, in what languages and formats, and at what degree of comprehensiveness; (2) to implement the network design developed by Iowa State University for an online linked computer-based information network and mount appropriate biotechnology databases for shared access among NAL and the participating Midwest land-grant libraries; and (3) to investigate consortial approaches to copyright and licensing agreements between publishers, for-profit information providers, and the consortium members.

**The Conspectus**—The Conspectus is an analytical methodology used to facilitate the coordination of collections among major research libraries in the United States. Developed by the Research Libraries Group, a consortium of major research libraries, it is a way of analyzing collections and subject specialization in order to divide responsibility among institutions for comprehensive collections in specifically defined subject areas. This methodology would be applied to the area of agricultural biotechnology for those midwest land-grant libraries participating in this information center, based upon the specific research specializations of researchers at each campus. Once NAL and the participating libraries agreed upon division of collection responsibility, subject specialists at each library would be responsible for ongoing identification and selection of publications and electronic data to be added to their collections or to be made available electronically through the Center. In this way, the research collections would reside where the research was being conducted and also made available nationally.

**Network Design**—Because publishing and research will always utilize a variety of formats (e.g., paper, microforms, electronic storage and transmission), the network design must also include access to and delivery of multiple formats. The key to access of the publication or data, regardless of format, is to include the description of the work into existing library bibliographic databases; the three which are primary to this proposal are AGRICOLA, OCLC, and RLIN. Thus, any material added to the Center by any of

the participants will be entered into these national library network databases. Researchers can search these databases either in their land-grant library or from their own terminals or workstations to identify which library owns a title.

The network design will encompass a variety of electronic delivery techniques: online access to centrally maintained databases; telefacsimile transmission of full text; and electronic transmission of ASCII text and bit-mapped images to scholarly workstations over the Internet or other appropriate telecommunications networks. Thus, if a work is in paper format, it could be transmitted to the scholar using telefacsimile technology. If it is already in electronic format, either as ASCII text or as bit-mapped images, it can be transmitted over a telecommunications network directly to the scholar's workstation. At present, microform would still have to be copied and mailed, though new scanning technology is emerging to scan and digitize microforms for electronic transmission.

The network design includes two central computing nodes for storage of electronic databases, one at the National Agricultural Library and one at Iowa State University. Those nodes would be interconnected to the other participating land-grant libraries for online access to those databases. All participating libraries would be equipped with telefacsimile equipment and workstations.

The Center is based upon a design of distributed responsibility for collecting and making available publications and electronic data. Each library would have a subject specialist in agricultural biotechnology; and each subject specialist would identify materials for purchase or addition to the centralized electronic databases. This would ensure that at least one copy of important titles or data was being collected somewhere in the United States and that scholars nationally would have access to those titles or data. Members of the Center would be responsible for making those titles or data available nationally.

**Copyright and Licensing Agreements**—Wherever possible, agricultural biotechnology research reports and data produced with public funds and identified as part of the Center collection would be made available to the scholarly community through this network under agreements with the individual scholar, government agency, or institution of higher education. Information from the for-profit sector would be made available under negotiated licensing agreements. Because access to information electronically is a very new phenomenon, the arrangements for making proprietary information available are still negotiated on a publisher by publisher basis. Traditionally published journal articles or books would be made available under the existing copyright guidelines.

(From the *Generic Request for the National Agricultural Library*.)

## Miscellaneous Pubs

ALF (Agricultural Library Forum): The National Agricultural Library's Electronic Bulletin Board System - Brief Guide

Biotechnology Conference Module on ALF.

tion of Transgenic Animals, 1979-1988 (SRB 88-10)

Bovine Growth Hormone and the Dairy Industry, 1979-1986 (SRB 86-03)

A new SRB tentatively titled "The Release of Genetically Engineered Organisms into the Environment" is in progress.



# Midwest Agricultural Biotechnology Information Center: A Pilot Project

## The National Agricultural Library

The National Agricultural Library has a long history of working with land-grant libraries under a series of cooperative agreements. This model of distributed responsibility for collecting has been tried in narrow specialized areas such as arid land, agricultural law, and rural information. Thus, NAL's staff has experience with cooperative collection building and shared reference responsibilities. The National Agricultural Library supports this approach to the area of agricultural biotechnology and has provided Iowa State University, the institution currently managing the National Agricultural Text Digitizing Project under an NAL cooperative agreement, a small planning grant to work with other land-grant libraries on refining the network design. That work will be completed in FY90.

### The Payoff

The implementation of the Midwest Agricultural Biotechnology Information Center would ensure that:

- Agricultural biotechnology research materials will be acquired by at least one major land-grant library and/or the National Agricultural Library and made available to researchers nationally. Given the quantities of information and data required (and its high

cost) to support this area of research, no one library can afford to collect comprehensively, including NAL.

- Researchers on each of the Midwest land-grant campuses will have the materials for their areas of specialized research available on their own campus or electronically from the electronic databases maintained by NAL or Iowa State University. This would support creation of centers of excellence in subspecialties of agricultural biotechnology. ISU already maintains some U.S. Department of Agriculture databases (a soil interpretations database and a national resources inventory); the biotechnology database(s) would build on an existing relationship and utilize existing expertise.
- NAL and the individual cooperating libraries would be developing information specialists with subject expertise in agricultural biotechnology, available to serve researchers in agricultural biotechnology for individual campuses, the USDA, and agribusiness.
- The electronic networking infrastructure between NAL and the participating land-grant libraries would be put in place and serve as a model for other campuses as subject coverage in agricultural biotechnology expands.
- \* Agricultural researchers in the U.S. would be more competitive with those efforts being made in other countries.

(From the *Generic Request for the National Agricultural Library*)

Biotechnology Information Center Brochure  
Biotechnology Related Audio-Visual Materials Available from the National Agricultural Library  
National Agricultural Library: Bibliographic Series - Current List, 1988-1989  
Newsletters Pertaining to Agricultural Biotechnology  
Nuclear Magnetic Resonance Studies in Entomology  
Nuclear Magnetic Resonance Studies in Food Science and Food Products  
Nuclear Magnetic Resonance Studies in Forestry  
Nuclear Magnetic Resonance Studies in Non-Food, Non-Feed Agricultural Products  
Nuclear Magnetic Resonance Studies in Soil Science

### BIC on ALF

BIC has recently reactivated a biotechnology conference module within NAL's electronic bulletin board system, the Agricultural Library Forum (ALF). ALF provides a convenient, economical medium for the electronic communication of information about NAL, its products, and services. The biotechnology conference, called Biotechnology User's Forum, was initiated to provide information exchange between individuals concerned with agricultural biotechnology. Information on upcoming meetings and workshops, suggestions for new BIC bibliographic products, requests or questions for the BIC staff, or discussions of current issues in biotechnology are welcome. ALF is free of charge (ex-

cluding any long distance telephone line charges) and is available 24 hours per day, 7 days per week to anyone with an interest in the system. ALF can be reached by dialing either 301-344-8510 or 301-344-8511. Interested individuals can request a copy of the ALF User's Guide by contacting BIC.

### BIC and NBIAP

BIC cooperates with the National Biological Impact Assessment Program (NBIAP) supported by the USDA's Cooperative State Research Service. One aspect of the NBIAP program is the maintenance of a nationally available electronic bulletin board system which disseminates biosafety information relevant to the environmental release of genetically engineered organisms. This system contains information databases in areas such as government regulations, Institutional Biosafety Committees, relevant reports and publications, and a calendar of meetings. BIC is involved in collecting, collating, and entering into the computer system the information contained in six of the files including publications, books, reports, meetings, audiovisuals, and newsletters. The project was undertaken to assist scientists through the regulations involved in obtaining a government permit for the environmental release of genetically engineered organisms. Presently BIC staff are discussing a mechanism whereby the biotechnology patents file of the NBIAP board can be reactivated.



## Ongoing and Future Activities

BIC will pursue an aggressive networking and public relations campaign in the coming months. The BIC staff were represented at the annual American Association for the Advancement of Science meetings in Washington in February and at the recent annual meeting of the Washington Area Section of the American Association of Plant Physiologists at the National Arboretum. Upcoming events include exhibits at the Industrial Biotechnology Association meetings, the American Institute of Biological Sciences annual meeting and the International Plant Molecular Biology Meeting in Tucson.

BIC staff are also actively participating in the Collection Evaluation and Development Group of the Midwest Agricultural Biotechnology Information Center (see related article), a consortium of midwestern land-grant university libraries seeking, among other things, to devise a program of cooperative collection development and electronic networking in the area of agricultural biotechnology. The primary assumption driving the project is that the field of biotechnology is expanding so rapidly that no individual library can be completely self-sufficient in all disciplines of the subject.

The services of NAL and BIC are available to USDA employees, federal, state, and local government employees, academic and private institutions, industry, and the general public. While all services are free to USDA employees, other individuals may be required to pay for some services on a fee recovery basis if their requests exceed a maximum dollar amount set by library policy. NAL is open to the public from 8:00 AM to 4:30 PM, Monday through Friday. During these hours, interested individuals are welcome to visit the Center in person to examine the collection and meet with the staff. Requests or inquiries may be referred to the Biotechnology Information Center, National Agricultural Library, Room 1402, 10301 Baltimore Boulevard, Beltsville, Maryland 20705-2351, or telephone 301-344-3340 or 301-344-3875.

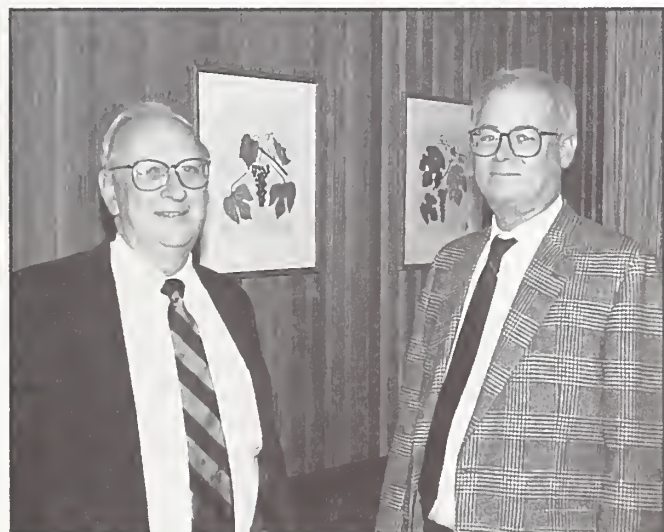


photo: J. Swab

Dr. Brice Hobrock (right), Dean of Libraries, Kansas State University, visited NAL Director, Joseph H. Howard (left), and other NAL Staff as Chairman of the USAIN Collection Development Committee and Liaison between USAIN and the Midwest Agricultural Biotechnology Information Center Steering Committee.



## News Notes

### NAL at ALA and SLA

It is that time of year again when NAL staff is busy preparing for meetings, presentations, and exhibits at the annual professional meetings of the Special Libraries Association (SLA) in San Antonio, Texas, June 7-13, 1991, and the American Library Association (ALA) in Atlanta, Georgia, June 28 to July 4. Although locations for some meetings are provided here, interested persons should verify locations and times in the final programs of the associations.

#### NAL Exhibits at SLA and ALA

At both meetings NAL will be exhibiting: AGRICOLA online and on CD-ROM; REGIS (Regional Information System for African Aquaculture); PEST (Pesticide Education, Safety & Training); Text-Digitizing CD-ROMs; Extension CD-ROM Sampler; NAL and AWIC videos; selected publications; and so forth. The NAL booth at SLA will be numbers 662 & 664, at the San Antonio Convention Center, June 9-12, during exhibit hours. The NAL booth at ALA will be number 304, at the Georgia World Congress Center, June 29-July 2, during exhibit hours.

#### SLA Events

Keith Russell, Associate Director for Public Services, NAL, will be giving a presentation featuring an update on NAL programs and projects at the Food, Agriculture & Nutrition Division Agricultural Roundtable Continental Breakfast from 7:30-9:00 a.m., Tuesday, June 11 [see final program for location]. At this session Julia Peterson, USAIN President, will also review the activities of the United States Agricultural Information Network (USAIN).

Robyn Frank, Head, Information Centers Branch, NAL, will receive the Food, Agriculture & Nutrition (FAN) Division Distinguished Member Award at the FAN Breakfast and Business Meeting, Monday, June 10, 7:30-9:00 a.m.

Janice Kemp, Coordinator of NAL's Water Quality Information Center, who chaired the Public Relations/Career Guidance Committee of the Biological Science Division will present the committee's annual report at the division's business meeting.

#### ALA Events

The United States Agricultural Information Network (USAIN) meeting with NAL update session will be from 2:00-4:00 p.m., Tuesday, July 2, Georgia World Congress Center, Room 254W.\*

Idalia Acosta will hold a meeting of the State Publications and Cooperative Cataloging programs from 4:00-4:30 p.m. following the USAIN/NAL meeting in the same room.

Caroline Early, Head, Acquisitions and Serials Branch,

NAL, will be making a presentation on NAL's serials control system to LITA/ALCTS Serials Automation Interest Group, Sunday, June 30, 9:00-11:00 a.m., Georgia World Congress Center, Room 261 W.

Pamela Mason of NAL's Information Systems Division will present "Developing Indexes for the New Media—A CD-ROM Case History," at the Library Materials Price Index Committee session on "Pricing Issues with the New Media," Monday, July 1, 2:00-4:00 p.m. (see program for location).

Maria Pisa, NAL Asst. Director for Policy & Planning, chairs the ACRL/STS Conference Program Planning Committee for San Francisco, 1992, meeting Monday, July 1, 8:30-11:00 a.m., Omni Hotel at CNN Plaza, Elizafeld Room.

Robyn Frank, Head, Information Centers Branch, NAL, is moderator of "High Noon in the Information Age: Critical Issues of the Future" sponsored by the Library Administration and Management Association (LAMA), Public Relations Section, Public Affairs Committee and the Public Library Association (PLA), Marketing of Public Library Services Section, on Monday, July 1, 1991, 9:30 a.m.-12:30 p.m., at the Georgia World Congress Center, Room 157W.

Robyn Frank also chairs the LAMA, Public Relations Section, Public Affairs Committee Meeting, Saturday, June 29, 9:00-11:00 a.m. at the Marriott, Madrid Room.

—Joseph N. Swab



## **Technology Applications**

# **NAL Hosting First IAALD New Technology Symposium**

The National Agricultural Library is finalizing plans for the "Symposium on Advances in Information Technology" sponsored by the International Association of Agricultural Information Specialists (known as IAALD). The symposium will be held September 16-20, 1991, at the Holiday Inn in Beltsville, Maryland, near the NAL building.

The symposium is the first in a series of IAALD symposia or workshops to be held worldwide in the next several years. It will feature in-depth lectures and demonstrations on new information technologies. Topics will include telecommunications and networking, multimedia CD-ROM development, scanning and optical character recognition, hypertext and expert system applications, and digital image transmission. There will be opportunities for hands-on use of many of the technologies, with guidance by recognized experts.

A variety of noted speakers will address the symposium.

# **SYMPOSIUM ON ADVANCES IN INFORMATION TECHNOLOGY**

**September 16-20, 1991**

Sponsored by

**The International Association of  
Agricultural Information  
Specialists**



IAALD

Hosted by

**The National Agricultural Library**

Beltsville, Maryland



Among them and their topics are: Fred Durr, NISC, full text and data on CD-ROM; Patricia Harris, NISO, new technology and standards; William Hooten, INET, an overview of imaging technology; Eckehard König and Anton Mangstl, Zentralstelle für Agrardokumentation und -Information, Bonn, the use of an expert system to assist retrieval from agricultural databases; Ron Larson, U. of Maryland, overview of telecommunications issues; Howard McQueen, CD Consultants, CD-ROMs on LANs; Mary Miller, Virginia Tech, multimedia CD-ROM applications; Robert Oakley, Georgetown U. Law Center, copyright and new technology; Ann Okerson, Association of Research Libraries (ARL), electronic journals; Paul Evan Peters, ARL Coalition for Networked Information, networked information resources



**Do you ever feel that the rapid advancements in information technology are passing you by,** and that if you only had a few days to catch up on recent developments you would feel much more confident in performing your job?

The International Association of Agricultural Information Specialists (IAALD) is pleased to offer you a chance to gather with carefully selected experts and colleagues to explore ways you can harness the tremendous potential of new information technology.

The week-long symposium features lectures by experts, detailed demonstrations and many hands-on opportunities. Topics covered include:

- Expert Systems in U.S. and Europe
- Multimedia CD-ROM Applications
- Copyright Issues and New Technology
- Technical Standards Adherence
- Telecommunications Overview
- Internet and NREN
- CD-ROM Access on LANs
- Imaging and OCR Applications
- Electronic Journals
- Full Text Options in Optical Technology
- Statewide Full Text WANs
- Text Digitizing and Preservation
- Document Delivery over Internet
- Geographic Information Systems
- Computer-Assisted Indexing

In conjunction with the symposium, on Thursday participants may elect to attend technology briefings at the Library of Congress and the National Library of Medicine, tour the Beltsville Agricultural Research Center, or visit the exhibits at the Federal Computer Conference being held in Washington. Transportation will be provided.

## Symposium on Advances in Information Technology

### REGISTRATION INFORMATION

#### SYMPOSIUM DATES

September 16-20, 1991

#### REGISTRATION FEE

Registration for the symposium is \$490 which includes a full week's activities, a reception and three catered lunches. Checks should be made payable to *IAALD Symposium*. Enrollment is limited; **please register early**.

#### CANCELLATIONS

Full refunds will be processed for cancellations received in writing at NAL by August 1, 1991. No cancellations will be made after this date, but substitutions are permitted at any time.

#### PROGRAM

For more information on program content contact Gary McCone (301) 344-3813; fax (301) 344-5473; Internet: [mccone@asrr.arsusda.gov](mailto:mccone@asrr.arsusda.gov)

and services; Jan Mark Pohlmann, Technische Universität, München, problem solving strategies for agricultural expert systems; George Thoma, National Library of Medicine, FAX images on Internet; John Ulmschneider, North Carolina State U., image transmission project; Gary Vacin, U. of Nebraska, changes in technology and effects on future library operations; Guy Waksman, Association de coordination technique agricole, Paris, development of expert systems in France; Pauline Zoelick, independent consultant, the CGIAR CD-ROM project; and others.

In addition to these presentations, the symposium will set aside one day for touring the Library of Congress and the National Library of Medicine; or for visiting the extensive exhibits at the Federal Computer Conference being held in

Washington, D.C., that same week; or for touring BARC.

The registration fee for the symposium is \$490.00. This includes an opening night reception and three lunches. Information on hotel reservations and transportation will be provided to registrants. For further information or registration forms, contact:

*Gary K. McCone  
Information Systems Division  
National Agricultural Library, 5th Floor  
10301 Baltimore Boulevard  
Beltsville, Maryland 20705-2351  
Telephone: (301) 344-3813  
Fax: (301) 344-5473*

—Judi Zidar

## Symposium on Advances in Information Technology

September 16-20, 1991

Send completed registration form along with payment to: **Kate Baker, National Agricultural Library, 10301 Baltimore Blvd., Beltsville, MD 20705-2351.**

Make check (drawn on U.S. banks only) or money order payable to *IAALD Symposium*

Name \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

Telephone/Fax \_\_\_\_\_

Optional activities on Thursday; indicate interest:

- ☐ Library of Congress briefing
- ☐ National Library of Medicine briefing
- ☐ Tour of Beltsville Agricultural Research Center
- ☐ Federal Computer Conference exhibits

## Symposium on Advances in Information Technology

### LOCATION

**Holiday Inn - College Park  
10000 Baltimore Boulevard  
College Park, Maryland 20740**

**(301) 345-6700**

**(800) 872-5564**

### DIRECTIONS

From Washington's Capital Beltway I-495 take Exit 25A North toward Beltsville. Holiday Inn will be on your immediate left.

### GUEST ROOMS

A block of guest rooms at special conference rates is set aside for symposium participants. To make your hotel reservations, call the hotel directly at the above number. Be sure to mention your participation in the **IAALD Symposium**.

### AIRPORT

Baltimore-Washington International Airport is the closest airport to the symposium site. Shuttle service is available.

## NATDP to Scan Microfilm of Carver Papers

by **Judith A. Zidar**  
Information Systems Division, NAL

George Washington Carver, the famed Afro-American scientist who spent a lifetime of discovery in agriculture, would no doubt be pleased that a collection of his papers has been selected by the National Agricultural Library for an experiment in the relatively new science of electronic information distribution.

As part of its ongoing investigation into preservation scanning, the National Agricultural Text Digitizing Project (NATDP) will test the feasibility of converting microfilm to electronic page images, which can be accessed via microcomputer. The focus of this effort is a collection of microfilm containing the papers and letters of George Washington Carver. The microfilm will be optically scanned and converted to machine-readable, electronic images, and then distributed on CD-ROM.

Optical scanners that can use microfilm as the source material have been on the market for some two or three years. With special image-enhancing filters, known as image optimizers, they can produce electronic images of the individual frames of a microfilm reel that are often superior to



what is on the microfilm itself. The reel is mounted on the scanner much in the same way a reel of film is loaded into a camera. The operator makes certain adjustments based on the characteristics of the microfilm (e.g., frame size, negative vs. positive image), and then starts the scanning process. The film feeds through automatically, and an electronic image is made of each frame at a speed of about 3 seconds per frame. The resulting images are then separated by the operator into logical groups, and each group will become a record in the image database.

NAL received a grant from USDA Science and Education Evaluation Funds to explore this process. Rather than purchase the expensive scanning equipment involved, NAL decided that the scanning itself should be done by NATDP's service contractor, Science Applications International Corporation (SAIC). Bob Butler, NAL Coordinator of Preservation and Access Programs, and Judi Zidar, Coordinator of NATDP, were assigned the roles of selecting the microfilm and coordinating the project.

In February and March, test scanning was done by SAIC of several reels of microfilm supplied by NAL. It was important to determine ahead of time which microfilm characteristics would affect image quality, and whether there was a possibility of performing text recognition on the optimized images. Working with 35mm silver halide film, NAL evaluated negative vs. positive image, landscape vs. portrait orientation, and single- vs. dual-page frames. None of these factors significantly affected image quality, since the image optimizer was able to adjust for them. Even minor scratches and other imperfections could be corrected. Three factors that did impact the quality of the images were: (1) The apparent quality of the original from which the microfilming was done; (2) The apparent care that was taken during the microfilming process; and (3) The amount of size reduction that was done on the contents of each frame. Some of the film resulted in images that were generally too poor for the human eye to read, even on a very high-resolution monitor, although many of these also could not be read using a microfilm reader. None of the test microfilm reels produced images that, on the whole, were good enough for optical character recognition (OCR). Computer-output microfilm (COM) might have given better results, but there was none available at time of testing.

After completing the test scanning, NAL began the final selection process for material for the "Microfilm CD-ROM." Since OCR was not a factor, other criteria predominated: the material must be informative and visually interesting, it must form a cohesive subject collection, and it must be valuable in its own right. The Tuskegee University (formerly Tuskegee Institute) microfilm collection of the papers and letters of George Washington Carver more than fulfilled these criteria. Carver is a major historical figure in agriculture, who devoted himself to practical, hands-on agricultural research and education. Tuskegee University has recorded Carver's papers, letters, records, and drawings of seeds, plants, and inventions on 67 reels of microfilm. Much of his personality has been captured as well. With Tuskegee's permission, NAL will place the contents of 3 of these microfilm reels on CD-ROM, along with bibliographic information for access. In addition, the complete text of *Guide to the Microfilm Edition of the George Washington*

*Carver Papers at Tuskegee Institute* will be included on the disc and will be fully searchable.

Scanning for the *George Washington Carver CD-ROM* has begun, and will be completed by mid-June. The disc is expected to be available by December 1991.



## Staff Update

### Josephine McDowell Retires

After nearly 12 years with the National Agricultural Library, Josephine McDowell retired at the end of December 1990. She joined the library staff as a library technician in the Collections Maintenance Section in April 1979, and was part of the team that retrieved requested materials, shelved new and returning materials, and maintained the collections. After much of the stack work was contracted out in the early 1980s, Ms. McDowell became part of the staff reviewing contractor work, particularly unfilled requests, and was responsible for liaison with the contractor. After NAL reorganized in the mid-1980s until her retirement, Ms. McDowell has been working with interlibrary loans in what is now the Document Delivery Branch.



photo: J. Maier

Josephine McDowell

Before joining the NAL staff, Ms. McDowell was a substitute teacher in elementary and junior high schools of Prince George's County, Maryland, teaching all subjects. The wife of a naval officer, she has been a widow for 20 years. She is the mother of a son and daughter, and has three granddaughters. Ms. McDowell enjoys tennis, aerobics, travelling, and going to the theatre, and said she has been very busy since retiring—now doing all of the things there was no time for when she was working.

—Joseph N. Swab

# Dreama Black Retires



photo: J. Swab

Dreama Black

After nearly 14 years at the National Agricultural Library, Dreama Black retired at the end of March. Ms. Black joined the library staff in 1977 as a technician in the Bindery unit of what was then the Collections Maintenance Section. In 1979 she transferred over to the Serials Section where she was assigned responsibilities for serial check-in, maintaining and providing services from historical files, and after reorganization of the Acquisitions and Serials Branch, serials check-in on OCLC automated files, and most recently serials check-in on ISIS automated files. She has received a number of individual and group perfor-

mance awards throughout her Library career, including a merit award for filing a backlog of cards in the historical files while performing her regular duties fully.

Before coming to NAL Ms. Black worked for 11 years from 1963 to 1973 in the Office of the Surgeon General, Historical Unit, Department of the Army, at Walter Reed, in Forest Glen, Maryland, where she was responsible for assisting with the compilation and preparation of medical history materials for publication. Ms. Black had begun her government service at Brookley Air Force Base, in Mobile, Alabama.



photo: J. Maier

Dreama Black receives a retirement certificate from Joseph H. Howard, NAL Director. Behind them is a palm tree decorated with—as Dreama estimated—about 50 pairs of earrings, which were among the gifts from Dreama's friends. Since Dreama is fond of Hawaiian music and hula dancing, they were the highlight of the entertainment at Dreama's retirement party. The lei Joe Howard wears is an artifact of that entertainment and the enjoyment shared by all.



photo: J. Maier

Caroline Early, Head of NAL's Acquisitions and Serials Branch, reminisces with Dreama Black about the time they worked together.

In 1973, upon the retirement of her husband, she left government service for five years of travelling around the U.S. in a motor home. She said that selling her home and all of her household effects to go travelling was the "smartest thing I ever did," for they were the "best years of our lives." During much of the time during the years after she returned to work, her husband was ill, and she has been a widow since 1987.

Ms. Black has a daughter, Dreama Teresa, who lives in Florida. During her retirement, Ms. Black intends to do a little travelling, but mostly she enjoys activities with friends, including bowling, going to the movies, and socializing.

— Joseph N. Swab



# Willie Jackson Retires



photo: J. Swab

Willie Jackson

After 24 years at the National Agricultural Library and 32 years of government service Willie Jackson retired at the beginning of May. She joined the Library staff in March 1967 and through the years advanced in the technician series in what is now the Document Delivery Services Branch (formerly called Lending, Utilization, etc.). Early duties included maintenance of files for publications loaned to users, and developed through direct user services including

responding to telephone enquiries and searching for materials requested by mail. She has received a number of merit and group awards for exceptional performance and an employee suggestion award. She also served a term on the NAL Awards Committee.

In other government positions before coming to NAL, Ms. Jackson worked as a Practical Nurse at St. Elizabeth's



photo: J. Swab

NAL Director Joseph H. Howard presents retirement certificate to Willie Jackson at her retirement party. Also presenting awards and recognitions were Keith Russell, Associate Director for Public Services, Carol Ditzler, Head, Document Delivery Services Branch, and others.

Hospital from 1958 to 1963, and at Freedmen's Hospital from 1963-67 (the latter is now Howard University Hospital).

In addition to enjoying retirement with her husband William, her two daughters, Adrienne and Michelle, and her grandson, Delante, Ms. Jackson's plans to do some travelling with her travel club. With friends she has been to Hong Kong, her favorite, and China, Japan, Hawaii, Jamaica, Rio, and Aruba, taken a cruise from Miami to Mexico, and enjoyed other travels. She looks forward to the pleasures of seeing new worlds.

—Joseph N. Swab



photo: J. Swab

On Willie Jackson's last day before retirement a group of her co-worker friends in the Document Delivery Services Branch gather to wish her well: (L-R standing) Marianne Davies, Charles Newsom, Juanita Mobley, Alice Allen, Sherry Gibson, Julie Mangin (Supervisor, Search Unit); and (seated) Gloria Williams, Ethel Claiborne, and Ms. Jackson.



## June Sullivan Retires

After more than 12 years at the National Agricultural Library, June Sullivan retired in December 1990. She joined the former Library Systems Branch in October 1978 during the brief time when NAL was called TIS (Technical Information Systems), and remained in the same position until her retirement, as Secretary to the Information Systems Division and the Associate Director for Automation. She had a total of 23 years in the federal government, having served as a secretary previously in the CIA, Federal Civil Defense Administration, and the U.S. Treasury Department.

A native of Pennsylvania, she lives in Calverton, MD, with her husband, Ralph, an Engineer at the Applied Physics Lab, Johns Hopkins. The Sullivans have 2 children. In her leisure, Ms. Sullivan enjoys reading and going to the theatre to see plays and movies.

—Joseph N. Swab



photo: J. Swab

June Sullivan

## Julie Stubs Retires



photo: D. Starr

Julie Stubs

After nearly four years at the National Agricultural Library, Julie Stubs retired in December 1990. She came to NAL in November 1986 as a Secretary in the Information Systems Division, devoting much of her time to the work of the Library Automation Branch and the Database Administration Branch. She has participated in NAL's Electronic T&A Project, which converted the all-paper time and attendance record keeping to electronic form for

transfer to the National Finance Center in New Orleans.

Before coming to NAL, she worked for 3 years at the Agricultural Research Service in its Fruit Laboratory and in Personnel, and for 5 years as a legal documents clerk in the U.S. Department of Justice. Born in Pennsylvania, Ms. Stubs has lived much of her life in Washington, DC, and Maryland. She has 4 children and 2 grandchildren. In her free time, she enjoys gardening, knitting, and reading.

—Joseph N. Swab

## NAL Hosts Library Student from Japan

Takefumi Tanaka, a Japanese library student, recently came to Beltsville, Maryland, to begin one year of study at the National Agricultural Library. Tanaka hopes the experience he gains at NAL, the world's largest agricultural library, will help when he returns to Japan and seeks to work with his country's agricultural libraries. "I want to know as much as I can about NAL and the job of agricultural libraries in the United States," he said.

The year of activities NAL has planned should help Tanaka do just this. The staff at the library have developed an agenda in which he will work and be exposed to all aspects of NAL's operations from collection development, to cataloging materials, to work with new information management technology. NAL also expects to make good use of his experience and abilities.

"The visiting scholar program at NAL allows the library to gain specific expertise from individuals with many different backgrounds and from countries around the world," said Maria Pisa, NAL Assistant Director. "The individual, in turn, learns the operations of a prestigious research library."

Tanaka has an undergraduate degree in applied entomology from Tokyo University of Agriculture and in March 1991 earned a master's degree from the University of Library and Information Science at Tsukuba Science City, Japan.

Speaking of his first impressions of the United States, Tanaka said he was surprised at the large role that computers play in U.S. libraries. He also was amazed at how many Americans drive Japanese cars. He hopes "to have a ride in at least one American car" before he returns to Japan.

—Brian Norris



photo: J. Swab

Takefumi Tanaka





## New Publications of Note

### Publication on Source Codes in NAL Database Available

The 1990 edition of the *USDA Agency Source Codes (MARC Tag 910) for Subfield "w"* is now available from the National Agricultural Library. These codes are used in both cataloging and indexing in NAL's computerized bibliographic database, AGRICOLA, which stands for *AGRICultural On Line Access*.

Compiled by a committee of NAL staff, chaired by Ellen Nollman of the Cataloging Branch, the publication issued in March 1991 updates previous unpublished versions distributed to selected users in xeroxed form. It includes an alphabetical listing of all the codes used for USDA agencies and their divisions and branches, with notes on their use. Appendixes give the cataloging and indexing policies for assigning the codes to records in the database.

The listing is another of a series of reference tools for indexers, catalogers, reference librarians, and other users of AGRICOLA or for users of products derived from the database such as bibliographies and the Library's online catalog in ISIS (Integrated System for Information Services).

Copies of the *USDA Agency Source Codes (MARC Tag 910) for Subfield "w"* can be obtained by sending a self-addressed mailing label with the request to:

Cataloging Branch, Room 110  
Attn: Source Codes  
National Agricultural Library  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351

—Joseph N. Swab

### 1991 List of Journals in NAL Database Available

The 1991 edition of the *List of Journals Indexed in AGRICOLA* is now available from the National Agricultural Library. AGRICOLA, which stands for *AGRICultural On Line Access*, is NAL's computerized bibliographic database.

Compiled by Carol Dowling and Thor Lehnert of the NAL staff, the 1991 publication updates previous editions and includes sections for titles added during 1991, titles no longer indexed, an alphabetical listing by journal title, an abbreviated title listing, and a listing by subject category.

The new list includes 1,997 journals currently indexed by NAL and NAL cooperators for inclusion in AGRICOLA.

The listing is an important reference tool for indexers, catalogers, reference librarians, and other users of AGRICOLA.

Journals are listed alphabetically by full title in the main section of the publication. In addition, each entry includes the abbreviated title, NAL call number, International Standard Serial Number (ISSN), place of publication, publisher's name, indexing coverage of the journal (i.e. — indexed selectively or cover-to-cover) and indicates if author abstracts are included in the AGRICOLA records.

Copies of the *List of Journals Indexed in AGRICOLA 1991* can be obtained by sending a self-addressed mailing label with the request to:

Indexing Branch, Room 011  
Attn: LJ11991  
National Agricultural Library  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351

—Brian Norris



## Publications Exchange

### Serial Gaps

The National Agricultural Library identifies gaps in the national collection through collection maintenance activities and patron requests. We appreciate your donation of the following publications needed to complete collections. If you have questions, call Ruth Finnblade, Gift and Exchange Program, (301) 344-4061.

Send items to:

National Agricultural Library  
Gift and Exchange Program/RF, Room 002G  
10301 Baltimore Boulevard  
Beltsville, MD 20705-2351

*Biochemical Pharmacology*. Vol. 25 (7-12), 1976; Vol. 28 (9-10, 13, 17-18, 22-24), 1979.

*Free Radical Biology and Medicine*. 1987-90.

*Journal of the Franklin Institute*. Vol. 326 (5), 1989.

*Molecular and Cellular Probes*. Vol. 1-3, 1987-89.

*Molecular Plant-Microbe Interactions*. Vol. 1, 1988.

*Physiologist*. Vol. 31 (2), 1988.



photo: J. Swab

Paulette Roseboro, Contract Specialist, ARS, opened the program with the "Welcome."

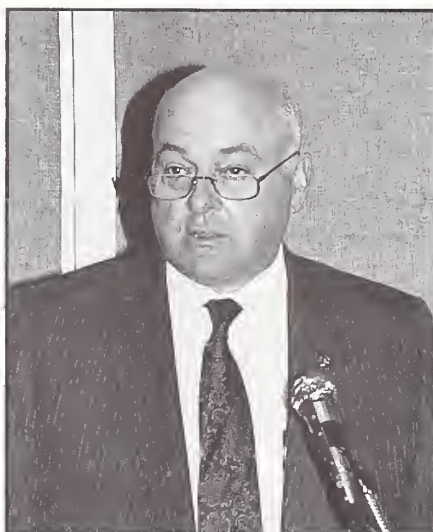


photo: J. Swab

T. J. Clark, Administrative Management Deputy Administrator, ARS, gave opening remarks.



photo: J. Swab

Pamela Andre, Associate Director for Automation, NAL, was the Library's speaker.

## NAL and ARS Observe Women's History Month

by Jane Gates

Federal Women's Program Manager, NAL

The First Annual Women's History Month Program, presented through the joint efforts of the National Agricultural Library, the Agricultural Research Service/Administrative Management (ARS/AM), and the Beltsville Agriculture Research Center (BARC), was held on Thursday, March 7, at the Marriott Hotel in Greenbelt. The featured speaker was The Honorable Adis M. Vila, Assistant Secretary for Administration, USDA.

Prior to her appointment in 1989, Ms. Vila was Secretary of the Department of Administration for the State of Florida; served as Director of the Office of Mexico and the Caribbean Basin in the International Trade Administration, U.S. Department of Commerce, from 1987-87, and from 1983-86; and served as Special Assistant to the Assistant Secretary of State for Inter-American Affairs. In connection with her selection as a White House Fellow in 1982, Ms. Vila served in the Office of Public Liaison at the White House. She practiced law with the firm of Paul and Thomson in Miami from 1979-82.

A member of the District of Columbia and Florida Bars, Ms. Vila received a law degree with honors from the University of Florida in 1978, and a bachelor of arts in mathematics with distinction from Rollins College in 1974. She earned a master's degree in

international law with high honors from the Graduate Institute of International Studies, Geneva, Switzerland, and undertook additional post-graduate work at the Hague Academy of International Law at The Hague, the Human Rights Institute in Strasbourg, France, and the Escuela Libre de Derecho in Mexico City.

She is a Director of the Rollins College Alumni Council, and a member of the Council on Foreign Relations, Women Executives in State Government, and the American Council of Young Political Leaders. She has been named "One of 10 Outstanding Young Women of America," and "One of the 100 Most Influential Hispanics in the United States."

Ms. Vila has traveled extensively throughout the Americas, Europe, India, and the Far East. She is fluent in three languages. A naturalized U.S. citizen, Ms. Vila was born in Cuba in 1953 and immigrated to the United States in 1962.

Several NAL employees who attended the program were privileged to chat with Ms. Vila at the reception prior to the event. In keeping with the 1991 Women's History Month theme, "Nurturing Tradition, Fostering Change," Ms. Vila's talk focused on "Workforce Diversity, Framework for Change."

Other special events celebrating Women's History Month included the showing of two films, "There's No Such Thing As Woman's Work" and "Great Women in the 20th Century," two special programs devoted to "Elder Care and How it Impacts Women," and "Legislative Issues Dealing with Women," and an exhibit in the NAL lobby celebrating women's achievements. Of additional interest is the new USDA booklet, *Building on the... Framework for Change: Women in*



photo: J. Swab

Adis M. Vila





photo: J. Swab

Vallie Bray, Special Emphasis Program Co-Manager, ARS, representing ARS EEO Programs.



photo: J. Swab

Jane Giles, Personnel Division Director, ARS, introduced the keynote speaker, Ms. Vila.



photo: J. Swab

Patti Swann, Contract Specialist, ARS, gave the closing remarks.

*USDA*, representing a small percentage of the outstanding women employed by the department. One of the women featured is Pam Andre, NAL's Associate Director for Automation, who represented NAL at the program sponsoring Ms. Vila's talk.

## A Culturally Diverse Work Force

Remarks by Adis M. Vila  
Assistant Secretary for Administration  
U.S. Department of Agriculture  
at the  
National Agricultural Library  
and Agricultural Research Service  
First Annual Women's History Month Program  
Marriott Hotel, Greenbelt, Maryland  
March 7, 1991

### Introduction

Thank you for this opportunity to celebrate Women's History Month and discuss our approach to recruiting, retaining, and managing a culturally diverse work force at all levels.

Not too long ago Women's History MONTH was Women's History WEEK! It was started in the early 1970s by a group of parents in California. Those citizens wanted to educate the public about the important role women played in our nation's birth, growth, and development; a role virtually ignored by the textbooks of the day. Those early efforts led to major revisions in school textbooks and educational materials.

### The Status of Women in America

An amusing quote from a Russian document states that "One of the serious problems in planning against American Doctrine is that Americans do not read their manuals nor do they feel any obligations to follow their doctrine."

This quote lends some perspective to a comment made by Sojourner Truth: "That man over there says women need to be helped into carriages, and lifted over ditches, and to have the best place everywhere. Nobody ever helps me into carriages, or over mud puddles, or gives me the best place, and ain't I a woman?"

Sojourner Truth was a former slave involved with the underground railroad and active in the abolition movement. Many Americans are unaware that the abolition movement gave birth to the women's movement! Sojourner Truth understood the painful truth that women of her day had few rights, and black women had even fewer.

Present law and doctrine provides for the advancement of women, minorities, and persons with disabilities. But doctrine is not always followed. The perception that women have a "certain" place in society persists. Unfortunately, it is not always the "BEST" place.

A recent survey conducted by the UCLA Graduate School of Management found that non-minority males "still hold more than 95 percent of the top management jobs at the country's largest corporations; a figure that remains virtually unchanged despite a decade of social change." The survey found that neither women nor minorities increased their ranks at the senior vice president level or above by more than two percentage points.

In their book "Megatrends 2000," John Naisbitt and Patricia Aburdene describe the status of women as follows:

"After two decades of quietly preparing, gaining experience, and being frustrated with the male establishment, women in business are on the verge of revolutionary change. Older, wiser, more numerous, and well represented in cutting-edge industries like computers, finance, and advertising, women are ready to break through the 'glass ceiling,' the

invisible barrier that has kept them from the top. As the nineties progress, conventional wisdom will concede that women and men function equally well as business leaders, and women will achieve leadership positions denied them in years past."

## America's Work Force in the 21st Century

Demographic changes in America's population and increasing competition in foreign markets compel the private and public sectors to reassess and accelerate the manner in which they utilize the diverse talents and knowledge of all Americans.

An example that brings this observation to light are the results of the "Mother" of all science fairs—the Westinghouse Science Talent Search 1991. This year's first, second, and third place winners are 17 year old Ashley Reiter, Denis Lazarev, and William Ching, respectively a female, an immigrant from the Soviet Union who arrived in the U.S. two years ago, and a Chinese American. The youngest winner this year is 15-year-old Ciamac Moallelemi, born in Iran, and 15-year-old Rageshree (Raga) Ramachandran, also 15 and of Indian ancestry.

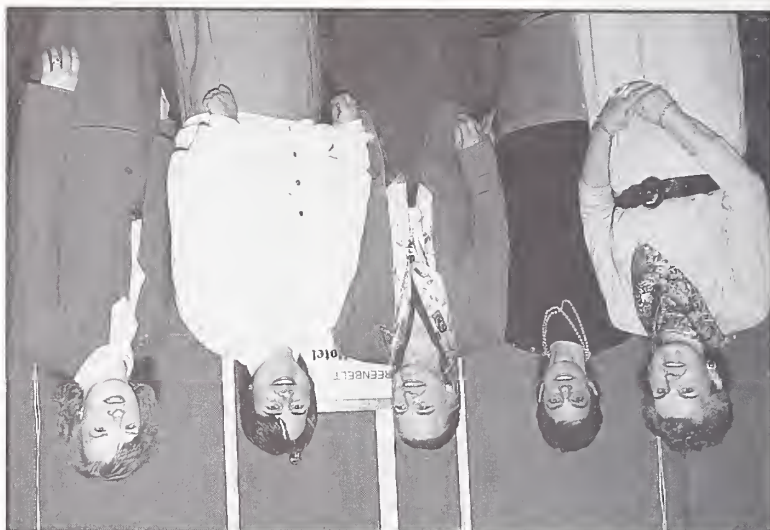
The Hudson Institute Report entitled "Work Force 2000" projects that by the year 2000 approximately 70 percent of new entrants into the work force will be women, minorities, and immigrants. Experts project that the Hispanic community alone will grow from 22 million to 43 million by the year 2005. The Organization of Chinese Americans asserts that, as a minority percentage, Asian Pacific Americans are the fastest growing minority group in the nation and account for about 80% of all recent immigrants to this country. The most recent figures available from the Census Bureau reveal that over 43 million Americans have disabilities.

These changes in America's demographic profile show there is an increasing need for all employers to develop and manage a diverse work force. OPM Director Connie Newman put it this way: "As we move toward the 21st century, the real challenge before the nation will be finding people for our jobs, not finding jobs for our people."

With labor shortages on the horizon, private companies are increasingly loath to overlook any potential source of productive workers. The private sector is leading the way in providing job opportunities for women, minorities, and persons with disabilities. Fortune Magazine reported that some companies refuse to share their diversity management techniques because they are considered competitive information. The private sector has learned that work force diversity is a matter of economic survival in a global economy.

Private companies have been putting in access ramps, raising desk heights to accommodate wheelchairs, and buying state-of-the art technology to help blind people "see" and deaf people "hear." U.S. West Communications is working with vendors to develop systems to enable blind people to work as directory-assistance operators.

Because the federal work force is a symbol of America's ability to enlist, develop, utilize, and appreciate the strengths inherent in our diverse population, we in government must



Some NAL women who had the opportunity to talk with Ms. Vila were (L-R), Robyn Frank, Head, Information Centers Branch; Marlene Taylor, Administrative Manager; Jane Gates, Federal Women's Program Manager and Alternative Farming Systems Information Center Staff; Ms. Vila; and Pamela Andre, Associate Director for Automation.

help these types of positive changes come about. It is in our best interest to do so. America's future depends on whether leaders in the Federal Government wisely accept this reality.

## USDA Steps into the Future with Framework for Change

As we step into the future, President Bush has taken the lead to ensure that all Americans have the opportunity to advance. On signing the *Americans with Disabilities Act*, President Bush stated: "...For ours will never be a truly prosperous nation until all within it prosper." The President added: "...Along with the precious privilege of being an American comes a sacred duty to ensure other American's rights are also guaranteed."

To serve our diverse population and better manage our changing work force so that we can maximize markets for American agricultural products, Secretary Yeutter released a comprehensive policy for building a culturally diverse work force and ensuring equal access to all agricultural programs at USDA.

Present USDA employees are familiar with this visionary policy entitled *Framework for Change: Work Force Diversity and Delivery of Programs* or "Framework." Framework serves as the blueprint for present USDA employees. Equally important it sets the stage for future USDA employees. Framework defines USDA's policies on equal opportunity and civil rights, outlines employee responsibilities, and describes implementing procedures. It focuses on:

- Achieving work force diversity wherever under-representation exists by increasing year-by-year the number of minorities, women, and persons with disabilities.
- Fostering an environment in which cultural diversity is understood and valued.
- Ensuring discrimination-free program delivery and easier access for all clientele.
- Improving accessibility for individuals with dis-



## US Salutes Women's History Month



photo: J. Swab

Members of the ARS Women's History Month Program Committee with Ms. Vila. (L-R) Sharon Howle, Contract Specialist, ARS, Contracting & Assistance Division (CAD); David Barclay, Personnel Clerk, ARS, Personnel Division (PD); Ms. Vila; Kathrine Crouch, Secretary, ARS, CAD; Holiday Jones, Employee Relations Specialist, ARS, PD; Katherine Fisher, Realty Specialist, Real Property Management Section; Patti Swann, Contract Specialist, ARS, CAD; Paulette Roseboro, Contract Specialist, ARS, CAD; and Ann Randall, Secretary, ARS, Facilities Section, Management Division.

abilities.

- Strengthening commitment by clarifying responsibilities and holding all employees accountable through performance evaluations.
- Promoting accomplishments by tracking success.

### The Next Step: Building on Framework

Now that we have the Framework policy in place, we must work together to build on our solid foundation and improve working conditions for all USDA employees. Together we have built an impressive list of accomplishments:

- USDA employees in the Washington, D.C. headquarters building have been requesting on-site child care facilities for over 12 years! Last year Secretary Yeutter authorized me to designate space and resources to establish an on-site facility. The center is scheduled to open in May 1991. Also we have broken ground for a child care center at the National Finance Center in New Orleans, Louisiana.
- USDA has committed resources to improve opportunities through training and ensure that all employees can compete. Experts expect American companies to shift more of the \$80 billion now spent on training to remedial education. While USDA may not have \$80 billion to spend on training or remedial education, we can ensure a fairer distribution of training opportunities among all USDA employees.
- Within Departmental Administration I directed all managers to help their employees write Individual Development Plans or "IDPs." IDPs will help managers to distribute training resources in a fair and equitable manner so all employees can get the training

they need to do their jobs, and their fair share of training needed to advance.

- Over 1,200 Departmental Administration employees have begun a self-directed English program. This is a comprehensive writing course that covers the entire English usage and spelling curriculum. It allows employees to learn at their own pace, diagnose their problem areas, and improve their writing ability. The course can be counted as an accomplishment on their IDP.
- I appointed my Special Assistant to serve as Departmental Administration's Federal Women's Program Manager. My staff organized a Departmental Administration Federal Women's Program Committee to identify and carry out the mandates of the program.
- Last year we organized three Regional Training Conferences for Women in Kansas City, Missouri, last March; in New Orleans,

Louisiana, in July; and the third was held in Denver, Colorado, in October. A fourth conference in the Northeast is planned for June 1991.

- Last July, we coordinated two pilot management seminars for women in grades 12, 13, and 14. The response and feedback were overwhelmingly positive. These management seminars prepare women for moving into management and executive positions. We are going to offer this seminar again on May 5-10 and May 12-17, both in Annapolis. Barbara Gary, USDA's Federal Women's Program Manager, will coordinate both of these conferences. You may reach her at (202) 382-0353.
- We reorganized the Office of Advocacy and Enterprise and established a Special Emphasis branch to ensure that the interests of women, minorities, and employees with disabilities are represented in all aspects of USDA program delivery, recruitment, employment, training, and promotion practices.
- Employees from the Arapaho National Forest in Colorado constructed a 1,650-foot-long boardwalk on the William Fork River, saving taxpayers \$50,000, and, more importantly, making this natural wonderland accessible to disabled Americans.
- On January 31, 1991, we published *Building on Framework for Change* featuring USDA employees who have used very creative ways to implement this policy. These employees have demonstrated that the Framework policy's success depends on individual commitment and contributions.

Together we have made progress. Together we can go farther. The unfortunate characteristic of change is that it is



resisted. I am aware that our management improvement and diversification plans have concerned some and alarmed others—but, I assure you that the rights of ALL USDA employees will be protected regardless of age, sex, race, religion, national origin, disability, or any other non-merit factor. Discrimination will not be tolerated in any form. Work force diversity is NOT about discriminating against “a new group,” it is about valuing the diversity that IS America and that should be reflected in our work force.

### Closing

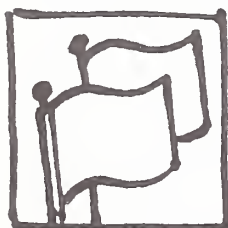
In closing, I want to thank each of you for the hard work you are doing. All of the accomplishments that I mentioned

are a direct result of your hard work and that of every USDA employee.

Under the leadership of President Bush and Secretary Yeutter we have made great progress toward equal opportunity for ALL Americans. We still have a long way to go.

I hope you will support our Framework policy and help us spread the word that this great Nation must prepare for the challenges of the 21st century. USDA has made a start. Now we need each of you go out and put a good public policy into action. We are counting on you to breathe life into a trend that is good for business, good for government, and good for America.

Thank you.



### Visitors

Mark Winchester is a writer of culinary history specializing in the history of candy and ice cream molds and the tin cookie cutter. He came to do research in NAL's Special Collections Reading Room and perused the culinary history collection. Winchester has been collecting antique cake, cookie, pastry, candy and ice cream molds for about seven or eight years. During the past four years, his interest lead him to more research. He has written an article in the *Maine Antiques Digest* (July 1989) on the subject, and is currently researching information for a book on the history of the tin cookie cutter to be published in mid-1992. According to Winchester, one of the things so helpful about NAL's culinary history collection is that it has a wide variety of books not only in English, but particularly the early books on culinary history in French that were very important to his work. He has researched in many locations across the United States and finds the breadth of NAL's collection to be one of the finest in the country.

Dr. Carol Hall is a Professor of German in the German and Russian Department at Howard University. She is doing research at NAL in Special Collections on Renaissance gardening, in particular on an early Swiss gardener named Hirschfeld, in preparation for the Renaissance Gardening seminars given monthly during the Spring of 1991 by John Dixon Hunt at the Folger Shakespeare Library, Washington, DC.

—Judith Ho

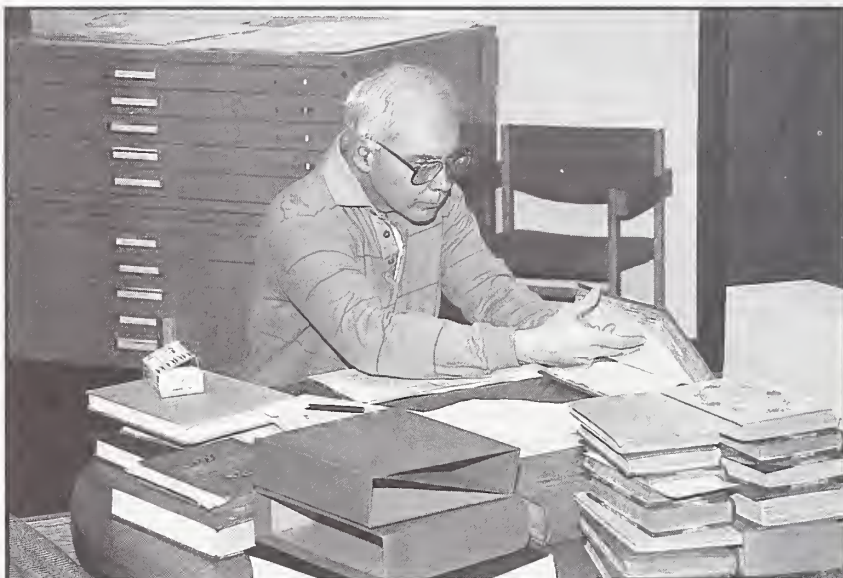


photo: J. Swab

Mark Winchester doing research on culinary tools in the NAL rare books and other special collections.



photo: J. Swab

Dr. Carol Hall doing research on Renaissance gardening using materials from the NAL rare books and other special collections.





## New Serials Received at NAL

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*URPE: Newsletter of the Union for Radical Political Economics.* [Ann Arbor, MI]: The Union. Quarterly. Vol. 5, no. 3 (June 1973)-  
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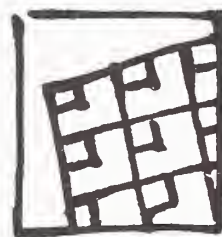
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*Zentralblatt für Bakteriologie. Supplement.* Stuttgart; New York: G. Fisher. Irregular. 18- [1989]-  
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## Agriculture Datebook

**June 19:** Canadian International Grain Institute. Winnipeg, Manitoba, Canada. Contact: 202-382-0219.

**June 19:** Dairyland Power Cooperative 50th Annual Meeting. LaCrosse, WI; LaCrosse Center. Contact: 202-382-9540.

**June 20:** American Bison Association Annual Convention. Washington, DC. Contact: B. Collins, 302-349-5334.

**June 23-27:** National Shellfisheries Association. Portland, ME. Contact: Sandra Shumway, 207-633-5572, FAX 207-633-7109.

**June 24-July 5:** Genetic Conservation of Salmonid Fishes. Pullman, WA, and Moscow, ID. Contact: Joseph Cloud, 208-885-6388.

**July 1-2:** 1890 Black Colleges & Universities Task Force Meeting. Dover, DE; Delaware State College. Contact: 202-447-6661.

**July 8-10:** International Workshop on Biological Variation in Artemia Strains. Thessaloniki, Greece. Contact: State University of Ghent, Laboratory for Aquaculture and Artemia Reference Center, FAX 32-91236406.

**July 8-12:** Coastal Zone '91: Seventh Symposium on Coastal and Ocean Management. Long Beach, CA. Contact: Orville Magoon or Gail Oakley, 707-987-0114, FAX 707-987-9351.

**July 8-19:** 3rd Annual Shrimp Pathology Short Course: "Disease Diagnosis and Control in Marine Shrimp." Tucson, AZ. Contact: Donald V. Lightner, 602-621-7724, FAX 602-621-3269.

**July 14-16:** National Turkey Federation Summer Meeting. Lake of the Ozarks, MO; Marriott Tan-Tar-A. Con-



tact: NTF, 703-435-7206.

**July 15-16: Toxicology Forum's 1991 Summer Meeting.** Aspen, CO. Contact: 202-659-0030.

**July 22-August 2: 22nd Annual Short Course "Diagnosis and Treatment of Diseases of Warm Water Fish."** Gainesville, FL. Contact: Ruth Francis-Floyd, 904-392-9617.

**July 24-26: Joint Council Meeting.** Madison, WI. Contact: 202-447-3656.

**July 26-29: American Soybean Association Expo.** Nashville, TN. Contact: 314-576-1770.

**July 27-31: American Veterinary Medical Association (AVMA).** Seattle, WA. Contact: 708-605-8070.

**July 29-31: Second International Symposium on Viruses of Lower Vertebrates.** In conjunction with: Health Section, American Fisheries Society. Corvallis, Oregon. Contact: J. L. Fryer, 503-737-4441, FAX 503-737-0496.

**July 29-31: Society for the Study of Reproduction Annual Meeting.** University of British Columbia, Vancouver. Contact: 217-356-3182.

**July 29-31: Triticeae Symposium.** Helsingborg, Sweden. Contact: Ole Seberg, The Botanical Laboratory, University of Copenhagen, Gothersgade 140, DK-1123 Copenhagen K/Denmark.

**August 3-6: American Association of Meat Processors 52nd Annual Convention.** Kansas City, MO. Contact: 717-367-1168.

**August 4-7: Soil and Water Conservation Society 46th Annual Meeting.** Theme: "Living with the Land." Lexington, KY; Hyatt Regency Hotel. Contact: 202-659-5668.

**August 4-8: American Institute of Biological Sciences Meeting.** San Antonio, TX, Convention Center. Contact: Louise Salmon, AIBS, Meetings, 730 11th St., N.W., Washington, DC 20001. 202-628-1500 or 1-800-992-2427.

**August 4-8: Association of Systematics Collections Symposium on Informal Biology Education at the 1991 American Institute of Biological Sciences Meeting.** San Antonio, TX, Convention Center. Contact: ASC, Meetings, 730 11th St., N.W., 2nd Floor, Washington, DC 20001. 202-628-1500.

**August 4-8: Society of American Foresters.** San Francisco, CA.

**August 4-9: Third IRBO World Congress of Neuroscience.** Montreal, Canada. Contact: 201-532-9400.

**August 5-6: International Symposium on Applications of Biotechnology in Tree Culture, Protection, and Utilization.** Worthington, OH. Contact: 202-447-5923.

**August 6: National Society of Accountants for Cooperatives 56th Annual Meeting.** Washington, DC. Contact: 202-245-5358.

**August 6-7: American Agricultural Economics Association Meeting.** Manhattan, KS. Contact: 202-447-4164.

**August 6-7: CFC Power Supply Symposium.** Washington, DC.; The Westin Hotel. Contact: 202-382-9540.

**August 6-9: American Society of Animal Science (ASAS) Annual Meeting.** Laramie, WY. Contact: 217-356-3182.

**August 6-12: American Psychological Association.** San Francisco, CA. Contact: 703-247-7803.

**August 9-14: Aqua-Nor 1991: International Conference and Exhibition on Fish Farming.** Trondheim, Norway. Contact: Roger Olsen at the American Embassy in Norway,

47-2448550, FAX 47-2558803.

**August 10-15: American Dairy Science Association Meeting.** Salt Lake City, UT. Contact: 202-447-3656.

**August 12-15: American Dairy Science Association (ADSA) Meeting.** Logan, UT. Contact: 217-356-3182.

**August 17-21: American Phytopathological Society.** St. Louis, MO. Contact: 202-447-5923.

**August 18-24: XXIV World Veterinary Congress.** Rio de Janeiro, Brazil. Contact: 800-468-2744.

**August 19-23: Canadian Tree Improvement Association: "Maintaining Biodiversity—Should You Be Concerned?"** Ottawa, Ontario, Canada. Contact: Steen Magnussen, Petawawa National Forestry Institute, Box 2000, Chalk River, Ontario KOJ 1JO, Canada. FAX: 613-589-2275.

**August 21-23: REA Rural Economic Development Conference.** Raleigh, NC; Radisson Hotel. Contact: 202-447-4581.

**August 22-29: International Association of Agricultural Economists 21st Conference.** Tokyo, Japan. Contact: 202-447-4164.

**August 26-30: 7th International Ichthyology Congress.** The Netherlands. Contact: Van Namen and Westerlaken, phone 31-80601159.

**August 27-30: Larvi '91 Fish and Crustacean Larviculture Symposium.** Ghent, Belgium. Contact: Patrick Sorgeloos or Patrick Lavens, 32-91-257571, FAX 32-91-236406.

**September 5-6: Perspective on Food Safety Symposium.** Arlington, VA; Holiday Inn Crowne Plaza. Cosponsors: USDA-ES, USDA-FSIS, FDA, HHS, and Poultry Science Assn. Contact: Dr. Richard Reynnells, 202-447-4087, FAX 202-447-4924.

**September 8-12: 121st Annual Meeting of the American Fisheries Society.** San Antonio, TX. Contact: AFS, 301-897-8616, FAX 301-897-8096.

**September 9-12: Global Aquaculture and Changes in Aquatic Habitats Symposium.** In conjunction with: 121st Annual Meeting of the American Fisheries Society. San Antonio, Texas. Contact: Beth D. McAleer, 301-897-8616, FAX 301-897-8096.

**September 11: American Road and Transportation Builders Association Conference.** Overland Park, KS; Marriott Hotel. Contact: 202-447-8653.

**September 16: USDA Hispanic Heritage Month Opening Ceremony.** Washington, DC; South Bldg. Cafeteria Conference Room. Contact: Vionnette Tidwell, OAE, 202-447-7314.

**September 16-20: Symposium on Advances in Information Technology.** Sponsored by the International Association of Information Specialists (IAALD) and hosted by the National Agricultural Library. College Park, MD: Holiday Inn—College Park. Contact: Kate Baker (Registration), 301-344-3779, or Gary McCone (Program), 301-344-3813; NAL FAX: 301-344-5473.

**September 18-21: American Association of Bovine Practitioners.** Orlando, FL. Contact: 802-476-6555.

**September 20-21: British Veterinary Association's Congress.** Torquay, England. Contact: 071-636-6541.

**September 22-25: National Feed Ingredients Association Annual Convention.** Lake Tahoe, NV; Hyatt Regency Tahoe. Contact: NFIA, 515-225-9611.



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## Smokey Bear Exhibit



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[(301)-344-3937]

### Smokey Bear Exhibit

Created in the midst of World War II to rally the American public to support the Forest Fire Prevention Campaign of the U.S. Forest Service for the purpose of preserving our valuable forest resources for military use, Smokey Bear has become an immensely popular focal point for the fire prevention program today for adults and children alike. Over the years, a wide variety of products featuring the famous bear with his ranger hat and denim work clothes have popularized his image and endeared him to the hearts of the American people. Some of Smokey's animal friends, such as Lassie and Bambi, have also worked their way into the hearts of the American public. This exhibit contains a wide range of the Smokey Bear and Lassie products, spanning the years from 1944 to the present, and includes posters, photographs of the original Smokey Bear, story books about Smokey and Lassie, coloring/activity books, comic books, a movie entitled "Ballad of Smokey Bear," records, and toys.

The exhibit is located in the Special Collections exhibit area in the NAL lobby and will remain through the end of June. It may be viewed from 8:00 a.m. to 4:30 p.m., Monday-Friday, except holidays.

— Judith Ho; photos: J. Swab